DEPARTMENT OF LABOUR

Annual Report

for the year ended December 31st

1991

92-04983/

Honourable Roberta M. Hubley
Minister of Labour

TO HER HONOUR:

THE HONOURABLE MARION REID
Lieutenant Governor of the Province of Prince Edward Island

May It Please Your Honour:

I have the honour to submit herewith the Report of the Department of Labour for the period ending December 31, 1991.

I have the honour to be, Madam,

Your obedient Servant,

R. Hubley

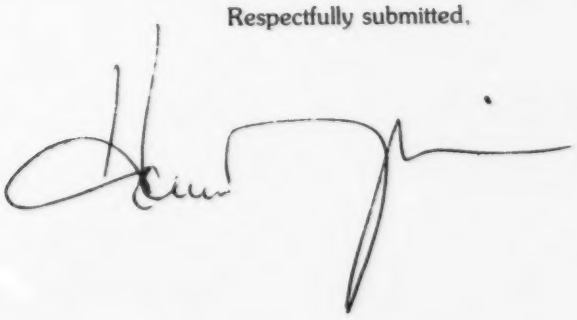
Roberta M. Hubley
Minister of Labour

TO THE HONOURABLE ROBERTA M. HUBLEY
MINISTER OF LABOUR
Charlottetown, P.E.I.

Madam:

I have the honour to submit herewith the Report of the Prince Edward Island Department of Labour for the period ending December 31, 1991.

Respectfully submitted,



HOWARD JAMIESON
Deputy Minister

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December 31, 1991

Honourable Roberta M. Hubley
Minister of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Madam Minister:

I am pleased to submit the annual report on the activities of the Department of Labour for the year ending December 31, 1991.

Detailed reports on the various Divisions of the Department of Labour follow.

The Labour Relations Board, Employment Standards Advisory Board, Occupational Health and Safety Council, Industrial Relations Council and our other advisory boards continue their valuable work. We are indebted to them for their important contribution to the Department.

The first amendments to the Workers' Compensation Act arising from the 1990 Report of the Ministerial Action Committee were passed by the Legislative Assembly at the 1991 Session. These amendments provide for a restructuring of the Workers' Compensation Board and the appointment of a full-time Chief Executive Officer. The remaining recommendations of the Report will be considered following the appointment of a new Chief Executive Officer which is expected in early 1992.

The report of the Industrial Relations Council on Part III of the Labour Act (Employment Standards) was received by the Department in December, 1991, and is under active review.

Pay Equity agreements for Government agencies were filed at the beginning of the current year and those for the broader public sector are now being received by the Pay Equity Bureau.

The 1991 year ended with the retirement of two long-time employees of the Department. Sylvia Bell retired after some fifteen years as a Secretary and Roger Kennedy retired from his Assistant Deputy Minister post after seventeen years as Conciliator, Chief Conciliation Officer and Assistant Deputy Minister. We wish them both well in their retirement.

Respectfully submitted,

HOWARD JAMIESON
Deputy Minister

ADMINISTRATION

Administrative Officer: Douglas Carr

GENERAL

The Administration Division provides centralized financial, personnel and other administrative services for the Department.

Approved budgets for the Department in the 1990/91 fiscal year were $2,175,100 for expenditures and $501,700 for revenue. During the year additional funds were allocated by special warrants totaling $118,000.

Actual expenditures for the fiscal year were $2,230,435. Total revenue received by the Department was $487,119. A detailed expenditure and revenue statement for 1990/91 follows this report.

The 1991 year saw a change in the organization of the Department. In January 1991, the Minister of Labour became Minister Responsible for the Status of Women. At the same time the former Women's Division of the Department became part of the newly-created Women's Secretariat. The Secretariat is headed by an Executive Director who reports directly to the Minister.

DEPARTMENT OF LABOUR

Statement of Expenditures
For the Year Ended March 31, 1991

Division	Original Estimate	Actual Expenditure
Labour Administration		
Administration	$ 51,500	$ 54,380
Equipment	1,000	18,685
Material & Supplies	12,000	13,128
Professional Services		5,372
Salary	259,500	293,278
Travel & Training	24,500	22,104
TOTAL Labour Administration	348,500	406,947
Industrial Relations		
Administration	500	1,248
Materials & Supplies	2,000	2,078
Professional Services	8,000	56,972
Travel & Training	2,300	1,359
TOTAL Industrial Relations	12,800	61,657
Employment Standards		
Administration	400	246
Materials & Supplies	2,900	2,848
Professional Services	900	1,072
Salary	110,600	110,957
Travel & Training	8,500	8,429
TOTAL Employment Standards	123,300	123,552
Human Rights		
Administration		1,127
Materials & Supplies		436
Professional Services		96,120
Travel & Training		3,268
Grant	150,700	134,700
TOTAL Human Rights	150,700	235,651
Labour Relations Board		
Administration	2,700	4,011
Materials & Supplies	1,800	594
Professional Services	7,000	37,631
Salary	93,800	99,016
Travel & Training	5,700	4,313
TOTAL Labour Relations Board	111,000	145,565

Industrial Relations Council		
Administration	500	231
Salary	59,000	32,178
Travel & Training	1,500	1,380
TOTAL Industrial Relations Council	61,000	33,789
Pay Equity Bureau		
Administration	6,000	4,009
Equipment	300	
Materials & Supplies	4,300	2,750
Professional Services	1,000	6,902
Salaries	160,700	159,169
Travel & Training	9,300	6,727
TOTAL Pay Equity Bureau	181,600	179,557
Occupational Health and Safety Administration		
Administration	4,500	$2,576
Equipment	6,200	476
Materials & Supplies	10,600	7,547
Professional Services	17,000	985
Salary	170,900	75,049
Travel & Training	14,000	6,643
TOTAL O.H. & S. - Administration	223,200	93,276
Occupational Health & Safety Electrical Inspection		
Administration	3,800	1,986
Materials & Supplies	5,300	5,248
Professional Services	5,000	
Salary	316,000	331,909
Travel & Training	51,000	52,637
TOTAL O.H. & S.-Electrical Inspection	381,100	391,780
Occupational Health & Safety Boiler Inspection		
Administration	1,200	941
Equipment	1,400	476
Materials & Supplies	3,700	2,617
Salary	193,800	173,288
Travel & Training	23,900	25,471
TOTAL O.H. & S. - Boiler Inspection	224,000	202,793
Occupational Health & Safety Inspection		
Administration	2,000	1,184
Equipment	21,000	2,182
Materials & Supplies	8,000	5,731
Professional Services	3,000	920
Salary	161,300	167,238
Travel & Training	16,900	15,939
TOTAL O.H. & S. - Inspection	212,200	193,194

Women's Secretariat		
Administration	800	408
Equipment	2,700	
Materials & Supplies	1,100	2,142
Professional Services	500	
Salary	136,100	155,503
Travel & Training	4,500	4,621
TOTAL Women's Secretariat	145,700	162,674
TOTAL DEPARTMENT EXPENDITURES	$2,175,100	$2,230,435

STATEMENT OF REVENUE

For the Year Ended March 31st, 1991

	Original Estimate	Actual Receipts
French Language Training	$ 31,500	0
Electrical Inspections	$150,000	$161,891
Boiler Inspections	102,000	115,157
Engineers' Fees	5,000	17,316
W.C.B. Cost Sharing Agreement	212,200	191,678
Other	1,000	1,077
TOTAL DEPARTMENT REVENUES	$501,700	$487,119

DEPARTMENT OF LABOUR

INDUSTRIAL RELATIONS DIVISION

Roger W. Kennedy
Assistant Deputy Minister and Chief Conciliation Officer
Wayne MacKinnon, Roy Doucette, Conciliation Officers
Sylvia Bell, Secretary

During the first nine months of 1991, the Prince Edward Island labour force averaged 64,300; of this number 54 per cent were male and 46 per cent were female. A total of 14,615 workers were unionized, 11,132 in the public sector and 3,483 in the private sector.

Labour Canada quotes major settlements for the third quarter of 1991 as 2.8 per cent for the public sector and 4.2 per cent for the private sector.

Statistics Canada shows Prince Edward Island average hourly earnings industrial aggregate for July, 1991 as $8.97 compared to July, 1990 at $8.69, an increase in earnings of 28 cents an hour or 3.2 per cent.

For the sixth consecutive year, Prince Edward Island remained strike and lockout free. This was accomplished during the successful negotiating of 22 collective agreements. The year 1992 will have 48 collective agreements expiring.

The Province provided conciliation services in the following cases:

The General Hospitals of Prince Edward Island as represented by The Health Negotiating Agency and Local 942 International Union of Operating Engineers. Not settled at Conciliation Officer stage. Settled by Arbitration. (Pending from last report.)

Charlottetown Clinic Management Company and Local 942 International Union of Operating Engineers. Settled. (Pending from last report.)

Maritime Electric Company Limited and Local 1432 International Brotherhood of Electrical Workers. Not settled at Conciliation Officer stage. Settled by Mediation. (Pending from last report.)

Schurman Ready Mix/M.F. Schurman Company Limited and Local 902 International Union of Operating Engineers. Settled.

The Province of Prince Edward Island and The Prince Edward Island Union of Public Sector Employees. Settled.

The City of Charlottetown and the Charlottetown Police Association Local 310 of The Police Association of Nova Scotia. Not settled at Conciliation Officer stage. Arbitration Board appointed. Pending.

Confederation Centre of the Arts and Local 1079A Construction & General Labourers Union. Settled.

Hall and Stavert Limited and Local 5379 United Steelworkers of America. Settled.

Advanced Medical Technologies and National Automobile, Aerospace and Agricultural Implement Workers of Canada (CAW-Canada). Not settled at Conciliation Officer stage. Pending.

Lobster Specialties Limited and Local 1174 United Food and Commercial Workers. Not settled at Conciliation Officer stage. Pending.

The Town of Summerside and Local 1174 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Arbitration Board appointed. Pending.

EMPLOYMENT STANDARDS DIVISION

Wayne S. MacKinnon, William G. Monteith

The role of the Employment Standards Division is to enforce Part III of the Labour Act. The Act endeavors to ensure employees receive payment of wages, vacation pay, statutory holidays, proper notice of termination, payment of minimum wage and overtime and maternity leave protection.

The Division also provides factual information to the public through telephone contact, office interviews, information seminars, routine inspections and distribution of Departmental literature. Approximately three thousand copies of the Labour Act and information pamphlets were distributed during the year. The Division conducted 13 information seminars for groups ranging from ten to twenty-five persons.

The Division was called upon to investigate 186 formal complaints during 1991. Of the 186 formal complaints, 96 have resulted in monetary recovery. Three cases are presently before the courts awaiting resolution.

During 1991 the Advanced Lobster Technology case, which originated in 1987, was finalized in Court, and $19,960.07 in vacation pay monies was recovered on behalf of the employees.

The total sum of monies recovered from the formal complaints breaks down as follows:

Vacation Pay	$242,868.84
Wages	24,969.99
Pay in lieu of Proper Notice	2,376.47
TOTAL	$270,215.30

The recovered monies affected 244 employees, providing an average of $1,107.44 per employee.

The Division handled 4,355 inquiries during the year and conducted 891 routine inspections.

EMPLOYMENT STANDARDS ADVISORY BOARD

Michael F. Hennessey, Chair

The role of the Employment Standards Advisory Board is to hear appeal presentations from employers who have a complaint filed against them for alleged violations of Part III of the Labour Act and also to make recommendations to the Lieutenant Governor in Council with regard to changes in the Minimum Wage Order.

During 1991 the Board held seven meetings which dealt with eight appeal presentations. One appeal dealt with vacation pay, two appeals dealt with unauthorized deductions, two appeals dealt with pay in lieu of proper notice and three appeals dealt with wage recovery.

During 1991 the Board submitted a recommendation that provided for an increase to the overtime rates of pay.

Members comprising the Board are as follows: Diane Campbell, Debbie Panton, Wayne Vessey and Carl Riggs.

LABOUR RELATIONS BOARD (P.E.I.)

Chair, M. Lynn Murray
Vice-Chairs, J.J. Revell, Aidan Sheridan
Chief Executive Officer, Roy J. Doucette

The role of the Labour Relations Board is mandated by Parts I and II of the Labour Act. The Board provides a quasi-judicial process to resolve applications that either management or labour bring. The Board attempts to provide a speedy resolution for these matters and at the same time tries to provide for and maintain harmonious labour relations in the Province.

The Board over the past year has been called upon to deal with thirty-three new matters. In addition, there were twelve matters carried over from the previous year. Of the matters that were pending or filed with the Board in 1991, all but twelve have been resolved, and those remaining will be dealt with as soon as reasonably practicable.

Other members of the Board in addition to the Chair and Vice-Chairs include employer representatives Lloyd Weeks, James McTague, Gerald Doyle and Jean-Marc Gallant; employee representatives are Ray McBride, Elizabeth MacFadyen, Ted Crockett and Judy Goodwin.

INDUSTRIAL RELATIONS COUNCIL

Marlene R. Clark, Chair

Established by the Lieutenant Governor in Council in 1989, the Industrial Relations Council had a very active year in 1991. Like its predecessor, the Prince Edward Island Labour-Management Relations Council (originally formed in 1966), the Industrial Relations Council is a labour/management advisory body with a broad mandate, aimed at fostering good employer/employee relations in the province.

The Council's first priority throughout 1991 was its ongoing review of the Labour Act, a project begun prior to the start of the year. By the end of the year the Council had completed its review with respect to employment standards and a report was being forwarded to the Minister as 1991 drew to a close. In November the Council, together with Labour Canada, co-sponsored the 25th Annual Labour/Management Conference. The organization of this event called for extensive planning for several months but these efforts were well rewarded for the Conference was well attended by more than one hundred representatives from many workplaces across the province. Since this Conference is reputed to be somewhat unique in Canadian labour/management relations, the Council was particularly pleased to mark this commemorative milestone with an extensive

program using the theme "Twenty-Five Years of Change". Guest speaker Professor Brian Bruce from the University of New Brunswick illustrated some of the past, present and future issues confronting employers and employees in the workplace.

A variety of workshop leaders shared their expertise with delegates by exploring such timely topics as Labour Force Development, Exiting the Workplace: Layoffs and Dismissals, Sexual Harassment, Ethics in the Workplace and Stress in the Workplace.

The interim chair of the Council, former Deputy Minister of Labour, L.W. (Ken) Brammer, resigned this position and was replaced by Marlene R. Clark in May of 1991. Besides the neutral Chair, the Council is composed of eight members equally representative of both employers and employees. These members are Lou Bradley, Ted Crockett, Tom Dunn, Frank Gillan, Jeannie Lea, Aubrey MacDonald, Sandra MacLean and Francis Reid.

The Council receives administrative and clerical assistance from Department of Labour employees Roy Doucette and Nancy Stewart. The Council's review of the P.E.I. Labour Act will continue to be its priority in 1992, with the focus now aimed at provisions affecting organized labour in the province.

PAY EQUITY BUREAU

Faye Martin-Birt, Commissioner of Pay Equity
Glenda Rodd, Pay Equity Officer
Frances Piercey, Pay Equity Officer
Dawn Cahill, Secretary

Legislation and Mandate

The Pay Equity Act, proclaimed in 1988, designates the Pay Equity Bureau as the agency responsible for administering the legislation and sets out a number of educational, assisting, monitoring, regulatory and reporting duties to be performed by the Bureau. These include monitoring the pay equity implementation process to ensure compliance with the Act, providing education and technical guidance to the parties negotiating pay equity, maintaining records and statistics relating to pay equity, reporting to the Minister on a regular basis on progress in pay equity implementation and receiving and processing complaints alleging failure to comply with the Act. Public Sector employers covered by the Act are required to implement pay equity in their establishments by following a four-stage process and time table outlined in the legislation. During this process they must systematically analyze, evaluate and compare jobs predominantly performed by women to jobs predominantly performed by men in terms of the relative value of the work being done and the wages paid for the work. This process is to be conducted jointly with recognized bargaining agents and representatives of employees who are excluded from the recognized bargaining units. If gender based wage inequities are revealed in the organization, wage adjustments are implemented to correct this bias. The Act also requires public sector employers to maintain pay equity once it has been achieved. Maintenance of pay equity is enforced through the complaint mechanism in the Act.

Activities:

Pay equity negotiations in the P.E.I. Civil Service and three crown agencies outside the Civil Service were completed by the end of 1990. The Pay Equity Bureau received the final joint agreements from these establishment, outlining wage adjustments and implementation plans. The Commissioner of Pay Equity met where necessary in order to clarify obligations under the terms of the agreements reached by the joint committees in each organization. All employers began to implement their pay equity wage adjustments effective January 1, 1991. The remainder of public sector establishments had begun pay equity implementation in January of 1990 and were in the second stage of this process at the beginning of 1991. These 'broader public sector' employers include the regional school boards, the general hospitals and school of nursing, the University of Prince Edward Island, Holland College, the three county addiction services organizations, licensed nursing homes, the Charlottetown Area Development Corporation and the Summerside Regional Development Corporation.

The pay equity process in the broader public sector was closely monitored by Pay Equity Bureau staff during 1991. The Pay Equity Officer assigned to each establishment attended negotiating sessions whenever possible to observe the process, maintain records of progress and to act as a resource when required. Bureau staff were frequently asked to review aspects of the legislative requirements with the parties when a new task in the process was encountered. Briefing sessions were also conducted separately with new members of joint pay equity implementation committees as well as review or 'refresher' information sessions with some of the parties. The Pay Equity Officers also acted as a liaison with the Commissioner of Pay Equity whenever an interpretation of the Act was requested. In these cases the Commissioner responded in writing to the committee or in person by attending a committee meeting.

Educational activities of the Bureau in 1991 included responding to requests for speaking engagements/training sessions both within and outside the province, participation in the production of a training video on pay equity in one public sector establishment, writing articles or papers for publication, supplying on request training materials and other publications produced by the Bureau and generally acting as a resource for persons interested or involved in pay equity. Telephone consultations with pay equity practitioners in other jurisdictions occurred on a regular basis. Pay Equity Bureau staff participated in regional and national conferences for persons responsible for administering pay equity legislation in the various Canadian jurisdictions.

Two complaints alleging contraventions of the Pay Equity Act were filed with the Commissioner of Pay Equity during 1991. One of these complaints was resolved by the parties and was withdrawn. The second complaint, filed by a bargaining agent, was still active at time of writing.

The Commissioner of Pay Equity was summoned as a witness before the Canadian Human Rights Tribunal in 1991 and will testify before the Tribunal early in 1992. The Tribunal's deliberations surround complex issues placed before it as a result of the federal Joint Pay Equity Study.

OCCUPATIONAL HEALTH AND SAFETY DIVISION

Brian Kelly, Acting Director
Heather McKenna, Secretary

GENERAL

The object and purpose of the Occupational Health and Safety Act and Regulations is to secure employees and employers from risks to their safety, health and physical well-being arising out of, or in connection with, activities in their workplaces.

The position of Director of Occupational Health and Safety is currently vacant and the Chief Safety Officer, Brian Kelly is Acting Director.

The Occupational Health and Safety Division held its second Occupational Health and Safety Conference June 19th and 20th in conjunction with Occupational Health and Safety Week. There was a good response to this Conference with 155 people attending.

ELECTRICAL AND ELEVATOR INSPECTION SECTION

Ed Power	- Chief Electrical Inspector
William Chappell	- Electrical Inspector
Ted Kitson	- Electrical Inspector
Jerrold MacLean	- Elevator Inspector
Ivan MacWilliams	- Electrical Inspector
Joe Peters	- Electrical Inspector
Albert Stairs	- Electrical Inspector
Miriam Drake	- Secretary

BOILER AND PRESSURE VESSELS SECTION

Miller West	- Chief Boiler Inspector
Ken Hynes	- Boiler Inspector
Steve Wonnacott	- Boiler Inspector
Roger Walsh	- L.P. Gas Inspector
Marjorie Ramsay	- Administrative Assistant

OCCUPATIONAL HEALTH AND SAFETY DIVISION

Brian Kelly	- Chief Occupational Health and Safety Officer
Ed Dornan	- Occupational Health and Safety Officer
Aurell Johnston	- Occupational Health and Safety Officer
George Stewart	- Occupational Health and Safety Officer

ELECTRICAL/ELEVATOR INSPECTION SERVICES

With the exception of fewer dwelling units being erected, 1991 was a relatively strong year for electrical construction in the Province. Some areas of the Province, particularly the Summerside and surrounding areas experienced an increase in electrical construction activity from the previous year.

Electrical Inspection staff carried out approximately 11,500 inspections on both new and renovated electrical installations during the year.

As well, several hundred inspections were conducted on existing installations; such as, community care facilities, public buildings, mobile home parks, tourist establishments and other types of industrial and commercial installations.

Inspection staff also conducted approximately 250 inspections on lightning rod installations and inspections relating to Occupational Health and Safety.

Inspection activity for new units in the elevator sector was not as strong as the previous year with only eight new units being installed; however, annual inspections were conducted on two hundred and fourteen existing elevating devices.

A new edition of the CSA Elevator Safety Code was adopted in April of 1991.

As well, a new edition of the Canadian Electrical Code was adopted by the Province in July of 1991. Previous to its adoption, seminars were held throughout the Province to inform the electrical industry of the changes in the new Code and provide interpretations on new technical requirements relating to various types of electrical installations.

The adoption of these new Electrical and Elevator Safety Codes reflects the need to provide up-to-date installation requirements so that new technology may be utilized in a safe and efficient manner.

Electrical Inspections

Applications for Inspection	4125
Connection Permits Issued	2597
Fees Collected	133,949.87

Electrical Licenses Issued

Electrical Contractors	191
Journeymen	333
Apprentices	65
Special	38

Qualifying Examinations for Electrical Contractors

Date of Examination	No. of Contestants	No. Qualifying
Jan., 1991	7	5
July, 1991	7	5

Elevator Inspections

New installations	8
Existing Installations	214
Fees Collected	$17,182.70

Lightning Rod Inspections

Applications Received for Lightning Rod Inspection	33

Lightning Rod Licenses Issued

Lightning Rod Firms	2
Agents and Installers	3

Occupational Health and Safety Inspections Conducted 217

Respectfully Submitted,

Ed Power, P. Eng.
Chief Electrical and
Elevator Inspector

BOILER AND PRESSURE VESSEL BRANCH

Through the administration of the Boilers and Pressure Vessels' Act and Regulations as well as the Power Engineers' Act and Regulations, the Boilers and Pressure Vessels' Branch of the Occupational Health and Safety Division, pursues its objective of providing reasonable protection to life and property where boilers, pressure vessels and Liquified Petroleum Gas are being used. This legislation requires that boilers, pressure vessels and pressure piping be designed, constructed, installed and operated according to adopted codes and standards.

BOILER AND PRESSURE VESSELS

DESIGN REGISTRATION

Designs for boilers, pressure vessels, fittings, and pressure piping systems are submitted to the Branch for review and registration. The Branch surveys them for compliance with Regulations and applicable codes governing sound engineering practices, material specifications, welding and construction procedures, and quality control systems.

1991
DESIGN REGISTRATIONS: BOILERS, PRESSURE VESSELS
PRESSURE PIPING, FITTINGS
154 DESIGNS

INSPECTIONS

The Branch inspects and tests boilers and pressure vessels during and after construction (when constructed locally) as well as after installation. At the time of initial inspection, a certificate to permit operation is issued to the owner. In- service inspections are carried out during the operating life of the units.

1991 INSPECTIONS AND INVESTIGATIONS:
1,587 Boilers
1,029 Pressure Vessels
2 Accidents
0 Injuries
0 Fatalities
186 Potential Hazards

PRESSURE WELDING AND BRAZING

The same criteria which governs registration of designs also applies to welding procedures. A welding procedure is a document which sets out certain minimum details which must be adhered to in order to produce a weldment that meets minimum code requirements.

Under the Boilers and Pressure Vessels' Act, the quality of weldments is the responsibility of the manufacturer or contractor. The first step in guaranteeing the quality required is the submission of the welding procedure for review and registra-

tion. The second step is the qualification of the individuals who will fabricate the actual weldments.

WELDING PROCEDURES CURRENTLY REGISTERED	66
BRAZING PROCEDURES CURRENTLY REGISTERED	13
PRESSURE WELDERS CERTIFIED DURING 1991	47
PRESSURE BRAZERS CERTIFIED DURING 1991	14

QUALITY ASSURANCE

According to the Boilers and Pressure Vessels' Legislation, all persons, firms, or corporations installing boilers, pressure vessels, or pressure piping must be registered as a Mechanical Contractor. To obtain this registration, submission of a basic Quality Control Manual outlining the scope of work and capability is required.

QUALITY CONTROL MANUALS REGISTERED IN 1991	16
MECHANICAL CONTRACTORS CURRENTLY LICENSED	76

LIQUID PROPANE GAS

DESIGN REGISTRATION

The first step in the construction of an L. P. Gas system which meets the safety requirements of the Regulations is the submission of plans for approval and registration.

L. P. GAS DESIGNS REGISTERED FOR 1991	200

Of the 200 designs registered, 109 have received final inspection and approval.

LIQUID PROPANE GAS INSPECTIONS

Gas inspections are carried out at random consumer sites which fall under the L. P. Gas Code as well as at gas plants and of bulk delivery vehicles used in the L. P. Gas Industry to ensure that minimum safety requirements are met. Total L. P. Gas inspections for 1991 stands at 717 consisting of the following breakdown.

CLASS A PLANTS	1
CLASS C PLANTS	2
CLASS D PLANTS	22
PROVINCIAL CONSUMER SITES	344
REINSPECTIONS	96
PRESSURE TESTS	165

GAS FIRED PRESSURE VESSELS	59
FEDERAL SITES	38

POTENTIAL HAZARDS

During each inspection, individual areas which do not meet code requirements and present possible hazards to the safety of individuals are noted and REPAIR ORDERS issued. Total potential hazards found in L.P. Gas systems during 1991 number 250. Approximately 75% of these hazards have been rectified.

During the year, 3 inspections were conducted at accident scenes. The one investigation which established propane as being the cause resulted in extensive structural damage.

PROPANE PERSONNEL CERTIFICATION

All persons involved in the fabrication, installation, and repair of propane systems and appliances as well as those persons involved in the handling of propane gas in any manner must obtain certification. Certification is issued by the Branch upon successful completion of examinations. All examinations and the qualifications required to write them ensure that the certificate holders have the standards of experience, competency and knowledge required in their respective fields. During this year, 82 applicants wrote examination in different areas of the L.P. Gas Industry with the following results.

DISPENSER OPERATOR	75 APPLICANTS	42 CERTIFICATES
DOMESTIC GAS FITTER	3 APPLICANTS	1 CERTIFICATE
COMMERCIAL GAS FITTER	1 APPLICANT	1 CERTIFICATE
INDUSTRIAL GAS FITTER	3 APPLICANTS	0 CERTIFICATES
TANK TRUCK OPERATOR	4 APPLICANTS	4 CERTIFICATES
TOTAL ISSUED		44 CERTIFICATES

During the year, the Propane Gas Inspection Division was appointed as the IGAC (Interprovincial Gas Advisory Council) representative for the province. As well, representation of the Inspection Division was requested as a sitting member on a subcommittee for Harmonization of Canadian and American Standards relating to equipment and appliances which utilize gas.

During the 1991 calendar year, several amendments to L.P. gas regulations were approved by Executive Council. These revisions were necessary to reflect current changes to codes as well as the development of gas systems which were not adequately addressed in existing regulations.

POWER ENGINEERS

POWER ENGINEER CERTIFICATION

The Power Engineers' Act requires that qualified personnel be in attendance when larger power plants and heating plants are in operation. The qualifying examinations used are Interprovincial. Candidates receiving qualifications as Power Engineers in this province can transfer to any province or territory in Canada with the exception of Ontario and vice-versa.

EXAMINATIONS CONDUCTED

FIRST CLASS	4
SECOND CLASS	8
THIRD CLASS	33
FOURTH CLASS	27

POWER ENGINEERS LICENSED FOR 1991

FIRST CLASS	8
SECOND CLASS	28
THIRD CLASS	84
FOURTH CLASS	159
REFRIGERATION A	8
REFRIGERATION B	22

PLANT REGISTRATION

The Power Engineers' Act requires that all plants requiring operators be registered and a certificate of registration be issued. The certificate must show the rating of the plant, the class of license required for Chief Engineers and Shift Engineers.

CLASSIFICATION OF PLANTS CURRENTLY REGISTERED

FIRST CLASS	4
SECOND CLASS	2
THIRD CLASS	14
FOURTH CLASS	34
REFRIGERATION A	2
REFRIGERATION B	10

With the Boiler Inspection Branch once again operating with a full complement of staff, we look forward to serving the public in 1992.

OCCUPATIONAL HEALTH AND SAFETY BRANCH

SERVICES

(a) Number of Inspections:

Occupational Health and Safety Officers carried out 2527 workplace inspections. There were 40 "Stop Work Orders" issued.

(b) Contacts:

There were 1400 contacts made during the last year. Contacts being telephone inquiries and people wishing to speak to an Officer about the Act and regulations or looking for advice about how to correct a hazard or a potential hazard.

(c) Educational:

The Occupational Health and Safety Officers carried out 66 Education Seminars.

(d) Appeals and Refusals:

Under the Occupational Health and Safety Act, employees have the right to refuse unsafe work. There were no work refusals in 1991. An employer also has the right to appeal to the Director any order made by an Occupational Health and Safety Officer. There were no appeals during the year.

(e) Fatalities:

There was 1 fatality under Provincial jurisdiction in 1991. This fatality was in the road construction sector. A highway roller rolled over and the roll-over protection struck the employee on the head.

(f) Staff Training & Development:

- A/Director attended the Labour Canada Conference in Hamilton, Ontario.
- Three Occupational Health and Safety Officers attended the annual training seminar in Amherst, Nova Scotia.
- A/Director attended meeting with CAALL/OSH Halifax, Nova Scotia.
- A/Director attended C.S.A. Advisory Council meeting Halifax, Nova Scotia.
- A/Director attended the New Brunswick Occupational Health and Safety Commission Safety Conference St. John, New Brunswick.
- One Officer attended the I.A.P.A.(Industrial Accident Prevention Association) Conference in Toronto, Ontario.

OCCUPATIONAL HEALTH AND SAFETY COUNCIL

Graham Stewart, Chair
Heather McKenna, Secretary

Members comprising the Council are as follows:

Jim Blanchard	- Employee
Dr. John DeMarsh	- Professional
Cecil Dunbar	- General Public
Adelard Gallant	- Fisheries
Sandra Gordon	- Employee
Arthur MacDonald	- Worker's Compensation Board
Neville McKittrick	- Employer
Herb Pridham	- Agriculture
Francis Reid	- Employer
Graham Stewart	- Chair
Verna Bruce	- Deputy Minister of Health and Social Services (Ex Officio)
Roger Kennedy	- Assistant Deputy Minister of Labour(Ex Officio)

Council held four regular meetings during the year. In addition, a subcommittee of Council met on two occasions.

In February, Aiden Sheriden, Chairman of the P.E.I. Council on Smoking and Health, addressed the Council on draft legislation his organization was in the process of proposing to government. Council conducted a general review of existing *Occupational Health and Safety Act* regulations which could pertain to the regulation of "second-hand" smoke in the workplace. Council generally concluded as result of this review that there are presently regulations under the *Occupational Health and Safety Act* which could be invoked in appropriate circumstances, and that if greater intervention on behalf of workers were deemed necessary by government, it would necessarily require additional legislation. Council concluded that the *Occupational Health and Safety Act* would not provide jurisdiction to ban smoking in a workplace. The legislation does contain provisions by which an inspector, in appropriate circumstances, could require the installation of mechanical or other means of dealing with a perceived second-hand smoke problem.

In February, Council considered certain duplications and conflicts which existed between the *Workers' Compensation Act*, the *Construction Safety Act* and the *Occupational Health and Safety Act*. Council recommended that Section 50(a) of the *Occupational Health and Safety Act* regulations be repealed. This would allow for the *Occupational Health and Safety Act* regulations to apply in all workplaces, other than the exempted farm workplace, regardless of the number of employees. Council recommended that the *Construction Safety Act* be repealed and that the Occupational Health and Safety Act regulations be enforced in all work sites including construction jobs.

In March, Council heard a representation from the P.E.I. Federation of Labour with respect to the proposed Health and Safety Training Centre, which is funded by the Workers Compensation Board. Council is pleased that this center has now commenced operation.

In May, Council established a subcommittee for the purpose of examining the various information banks and sources which are available on occupational health and safety related issues. There are many such sources of information on occupational hazards or indusrial disease. Much of the information is available to hospitals or health care professionals. There appears to be no co-ordinated effort to obtain or rationalize much of this information. Council hopes to continue efforts in the forthcoming year to identify such sources of information from the hospitals, the Hospital and Health Services Commissions and other similar sources.

All members of Council continue to be strongly of the view that the *Occupational Health and Safety Act* regulations should, at least in some initial and possibly restricted from, be extended to the farm workplace. Each year there are a number of serious and well publicized farm workplace related injuries or fatalities. Council believes that there may be developing in the farming community some acceptance of the need for regulation of that workplace in a limited form. We will continue our efforts in the forthcoming year to deal with leaders in the farm community and to attempt to bring some form of regulation to that workplace.

On behalf of Council, I wish to recognize the long, dedicated and competent service of Roger Kennedy, the now retired former Director of the Occupational Health and Safety Division. Throughout the years, Roger has been of invaluable service and assistance to the Council and his co-operative attitude and good humour will be greatly missed. We wish also to thank Heather McKenna for her dedicated service and contribution to the work of the Council.

DEPARTMENT OF LABOUR OFFICIALS AND PERSONNEL

MINISTER OF LABOUR, THE HONOURABLE ROBERTA M. HUBLEY

DEPUTY MINISTER OF LABOUR, HOWARD JAMIESON

ASSISTANT DEPUTY MINISTER OF LABOUR, ROGER W. KENNEDY

ADMINISTRATION

Linda Birt, Secretary to Deputy Minister
Sylvia Moore, Secretary to Minister
Doug Carr, Administrative Officer

INDUSTRIAL RELATIONS

Roger Kennedy, Chief Conciliation Officer
Roy Doucette, Conciliation Officer
Wayne MacKinnon, Conciliation Officer

EMPLOYMENT STANDARDS

Wayne MacKinnon, Chief Labour Standards Inspector
William Monteith, Labour Standards Inspector
Sylvia Bell, Secretary

LABOUR RELATIONS BOARD

M. Lynn Murray, Chair
J. Joseph Revell, Vice-Chair
Aidan Sheridan, Vice-Chair
Roy Doucette, Chief Executive Officer

INDUSTRIAL RELATIONS COUNCIL

Marlene R. Clark, Chair
Roy Doucette, Secretary

PAY EQUITY BUREAU

Faye Martin-Birt, Pay Equity Commissioner
Dawn Cahill, Secretary
Fran Piercey, Pay Equity Officer
Glenda Rodd, Pay Equity Officer

OCCUPATIONAL HEALTH AND SAFETY

Brian Kelly, Acting Director
Heather McKenna, Secretary
Ed Power, Chief Electrical Inspector

William Chappell, Electrical Inspector
Miriam Drake, Secretary
Ted Kitson, Electrical Inspector
Jerrold MacLean, Electrical and Elevator Inspector
Ivan MacWilliams, Electrical Inspector
Joe Peters, Electrical Inspector
Albert Stairs, Electrical Inspector
Miller West, Chief Boiler Inspector
Ken Hynes, Boiler and Pressure Vessel Inspector
Steve Wonnacott, Boiler and Pressure Vessel Inspector
Marjorie Ramsay, Secretary
Roger Walsh, Liquid Propane Gas Inspector
Ed Dornan, Occupational Health and Safety Officer
Aurell Johnston, Occupational Health and Safety Officer
George Stewart, Occupational Health and Safety Officer

LEGISLATION ADMINISTERED BY THE DEPARTMENT OF LABOUR

Prince Edward Island Labour Act

Youth Employment Act

Power Engineers Act

Boiler and Pressure Vessels Act

Workers' Compensation Act

Blind Workers' Compensation Act

Truck Operators Remuneration Act

Occupational Health and Safety Act

Construction Safety Act

Electrical Inspection Act

Elevator and Lifts Act

Pay Equity Act

Lightning Rod Act

PRINCE EDWARD ISLAND DEPARTMENT OF LABOUR ORGANIZATIONAL CHART